

HRIC Executive Committee Meeting
Monday May 16, 2005

NOTES

1) Review and finalization of HRIC June 1 Agenda - The agenda was reviewed. It will primarily cover an update on the Challenge Statement, A presentation and discussion of the High Schools on the Move initiative by DOE and a panel discussion of the Report of the Healthcare Partnership.

2) Legislative Update - Chip provided an update on the HRIC Legislation. The bill that we support, H-109 passed in the House in March and is now awaiting action in the Senate. Chip has spoken to the Chair and most of the Committee members and provided background information. The WIB funds are in the Governor's budget, the House budget and now the Senate budget as well, so we should not expect any problems.

3) Final Review of WIA State Plan - Pat reported that the plan has been posted for a month on the Website and noticed for public comment. There have been no comments, and the Plan is now at the Governor's Office, and will go from there to DOL.

4) NGA High School Grant - Chip reported that the conference call with NGA and Tracy Gallo did not occur as the NGA contact was on maternity leave. The call is rescheduled for June 16.

5) Review of Dean Center WIB Application - Chip reviewed the application and informed that Committee that the second Springfield

WIB application would arrive next week and be mailed out with a few comments as soon as he had reviewed it. He pointed out that in his discussions with the applicants to date membership will be the primary difference between the two. Neither is complete in this regard, and the Committee advised Chip to check with some of the key individuals in the region and develop a structure and membership that combines the membership and organizations of both applications into one application.

6) HRIC Employer Outreach Initiative - Pat McDonald provided an overview the Demand Driven System which is intended to provide a predictable pipeline of skilled and motivated professionals for occupations that DOL has identified as High Demand. Moving this agenda forward is consistent with the mission of the HRIC, including; coordinating the activities of adult workforce development activities, identifying redundancies and gaps and recommend solutions, identify Vermont's high growth industries, identify the technical competencies that employers need to succeed, work directly with the employer community to recommend improvement to job training programs, establish performance goals for WIBs, advise the Governor on the training needs of Vt workers, and report to the general assembly on workforce development.

Pat also suggested that the WIBs engage in a uniform needs assessment process that can be aggregated at the State level to give the State a good handle on what is needed.

Tom commented that he believes employers are ready. John agreed pointing out that we have focused on clients, and programs, not employers where we should be focusing our efforts. The WIBs should be a primary vehicle for listening to employers. Tom commented that if we ask for this input the system needs to be ready to respond.

A full copy of Pat's comments was provided in

7) Youth Offender /High-Demand Occupations Grant - Chip reported that he has been assisting with this grant which would provide resources to help move youth offenders into jobs. He has

included a budget item to fund a two year position at DET for a person who would identify best practices in employer engagement and provide training and technical support to the WIBs and agencies who interact with employers.

8) Council on Youth Work Plan - A copy of the Council on Youth work plan was included in the meeting packet. Chip reviewed this briefly and stated that the Council has now completed its planning process and its work with Wendy Steager who has facilitated the process.

9) PR and Partnership Building - Chip and Jerry reported on successful meetings with the State Chamber and the Vt. Business Roundtable. Both seem very interested in working with us on the workforce challenge. Jerry has prepared an excellent PowerPoint version of our presentation that we can use in further presentations.

Next Steps :

- 1) Over the Summer begin working with partners on an action plan, that will include;
 - a) a description of what a "Demand Driven System" would look like.
 - b) a definition of the Outcomes we want to see
 - c) a plan for supporting the educators who are working for change
 - d) strategies for DET to better match workers to employers
 - e) a systematic way for employers to feed information about needs into the system
 - f)

Governor and Legislative leaders. Also, arrange time to go with the partners to a State Board of Education meeting.